



**UNIVERSIDAD DE SONORA**  
**SECRETARIA GENERAL DE FINANZAS**  
**TESORERIA GENERAL**  
**GASTO DEL SINDICATO STEUS**  
**DE ENERO 2008 A DICIEMBRE 2014**

CONCEPTOS	2008	2009	2010	2011	2012	2013	2014
<b>REMUNERACIONES AL PERSONAL DE CARÁCTER PERMANENTE</b>	<b>89,571,885.10</b>	<b>100,368,015.42</b>	<b>105,631,107.21</b>	<b>105,756,542.98</b>	<b>113,238,303.16</b>	<b>114,390,169.25</b>	<b>110,052,957.18</b>
SUELDO BASE	54,503,250.18	61,289,392.34	64,476,881.33	69,276,525.65	73,573,022.10	72,262,573.20	68,841,852.89
COMPLEMENTO	34,482,852.87	38,412,611.34	39,773,381.00	34,971,696.22	37,961,464.55	40,266,768.26	39,287,195.68
ZONA CARA	585,542.80	666,011.74	719,590.16	643,515.05	753,999.32	833,497.42	911,329.57
REZONIFICACIÓN	239.25	0.00	1,244.24	0.00	0.00	0.00	0.00
NIVELACIÓN SALARIAL			660,010.48	864,806.06	949,817.19	1,027,330.37	1,012,579.04
<b>REMUNERACIONES AL PERSONAL DE CARÁCTER TRANSITORIO</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>9,675,305.27</b>	<b>10,196,906.94</b>	<b>14,879,124.88</b>	<b>18,924,785.88</b>
SUELDO BASE				21,762.49	25,921.12	5,840,574.98	9,166,912.35
COMPLEMENTO				9,321,782.16	9,828,320.99	8,735,951.08	9,466,119.17
ZONA CARA				159,246.07	163,668.21	142,807.32	114,736.81
NIVELACIÓN SALARIAL				172,514.55	178,996.62	159,791.50	177,017.55
<b>REMUNERACIONES ADICIONALES Y ESPECIALES</b>	<b>58,108,753.70</b>	<b>62,695,579.50</b>	<b>68,451,541.72</b>	<b>74,565,428.66</b>	<b>81,277,262.83</b>	<b>86,582,951.23</b>	<b>82,992,461.17</b>
PRIMA DE ANTIGÜEDAD	19,853,561.80	21,796,596.77	23,746,501.57	26,264,450.21	28,708,641.61	31,207,516.59	32,084,390.49
PRIMA SABATINA Y DOMINICAL	377,298.61	365,985.00	442,162.42	515,813.01	689,209.17	755,944.89	962,158.14
PRIMA VACACIONAL	4,943,906.42	5,442,177.07	5,958,929.46	6,693,107.16	7,314,364.81	7,948,591.32	8,390,379.16
GRATIFICACIÓN ANUAL	17,300,717.19	19,160,133.80	21,788,369.07	23,941,304.64	26,367,512.67	28,015,952.25	26,895,232.98
TIEMPO EXTRA	11,971,597.53	12,637,141.62	13,070,521.79	13,183,062.27	14,023,635.64	15,199,832.56	12,189,950.27
SERVICIOS ESPECIALES	590,738.23	314,207.00	201,796.42	653,572.31	598,691.32	260,000.00	166,985.24
VACACIONES LABORADAS	2,414,334.21	2,315,534.50	2,461,875.62	2,357,023.39	2,668,727.12	2,265,783.56	995,760.11
DÍAS DE DESCANSO LABORADOS	567,810.57	571,141.00	700,671.61	810,860.89	749,245.43	927,330.06	709,328.21
COMPENSACIÓN ADMINISTRATIVA	88,789.14	92,662.74	80,713.76	146,234.78	157,235.06	2,000.00	598,276.57
<b>SEGURIDAD SOCIAL</b>	<b>24,104,947.49</b>	<b>24,416,586.43</b>	<b>26,045,137.25</b>	<b>28,487,808.98</b>	<b>30,516,140.24</b>	<b>32,213,276.55</b>	<b>34,921,193.05</b>
PENSIONES Y JUBILACIONES ISSSTESON	4,474,700.90	4,886,057.25	5,207,533.10	5,677,335.18	6,211,122.13	6,690,100.07	7,136,447.33
SERVICIO MÉDICO ISSSTESON	13,258,019.37	14,411,152.68	15,401,486.26	17,145,425.06	18,464,922.63	19,674,765.22	20,914,316.15
GASTOS DE VIVIENDA	245,000.00	191,000.00	310,000.00	230,000.00	180,000.00	180,000.00	715,000.00
SEGURO DE VIDA	4,146,963.88	3,228,376.50	3,426,117.89	3,442,901.07	3,660,095.48	3,668,411.26	3,805,429.57
SEGURO DE GASTOS MÉDICOS MAYORES	1,980,263.34	1,700,000.00	1,700,000.00	1,992,147.67	2,000,000.00	2,000,000.00	2,350,000.00
<b>OTRAS PRESTACIONES SOCIALES Y ECONOMICAS</b>	<b>36,013,390.00</b>	<b>40,954,118.69</b>	<b>46,655,765.32</b>	<b>57,095,097.99</b>	<b>58,627,266.76</b>	<b>64,002,986.45</b>	<b>80,781,029.84</b>
ACCIDENTES DE TRÁNSITO	108,799.64	45,932.40	134,138.55	118,542.82	88,143.34	77,186.10	74,369.62
AJUSTE DE CALENDARIO	1,043,816.65	987,045.75	1,079,244.09	1,192,241.00	1,554,572.82	1,416,747.27	1,508,385.91
AYUDA DELEGADOS SINDICALES FORÁNEOS	70,000.00	0.00	70,000.00	77,000.00	70,000.00	70,000.00	70,000.00
AYUDA PARA ACTIVIDADES CULTURALES- SOCIALES Y DEPORTIVAS	125,000.00	125,000.00	320,000.00	150,858.29	175,000.00	136,880.00	125,000.00
AYUDA PARA ACTIVIDADES SINDICALES A LAS DELEGACIONES FORÁNEAS	47,000.00	47,000.00	47,000.00	0.00	94,000.00	47,000.00	47,000.00
AYUDA PARA ASESORÍA	182,000.00	163,000.00	182,000.00	182,000.00	182,000.00	182,000.00	182,000.00



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AYUDA PARA FESTEJOS	405,500.00	305,500.00	475,000.00	447,500.00	375,000.00	375,000.00	375,000.00
AYUDA PARA FUNERAL DE DEPENDIENTES ECONÓMICOS	296,027.50	310,456.00	357,635.10	368,434.00	328,590.98	315,338.40	279,116.00
AYUDA PARA HOSPITALIZACIÓN Y TRASLADO DE PACIENTES DE EMPLEADOS- CON	63,500.49	153,312.29	263,699.35	228,408.92	95,617.45	98,882.72	47,973.07
AYUDA PARA IMPRENTA . GASTOS DE IMPRESIÓN.	58,512.00	0.00	0.00	37,200.00		0.00	0.00
AYUDA PARA MATERIAL DE CÓMPUTO	84,331.22	17,074.11	15,398.45	0.00	35,068.64	0.00	14,676.32
AYUDA PARA ORGANIZACIÓN DE FOROS- MESAS REDONDAS- CONFERENCIA	0.00	0.00	0.00	20,000.00	20,000.00	20,000.00	20,000.00
AYUDA VEHÍCULO SINDICAL	6,866.46	21,971.51	9,857.87	17,958.46	2,286.00	9,711.44	13,090.31
BECAS A HIJOS DE EMPLEADOS	1,764,740.00	1,790,539.50	1,925,300.00	1,893,430.00	1,893,440.00	1,876,860.00	2,012,960.00
BIBLIOTECA SINDICAL	0.00	7,000.00	0.00	0.00	7,000.00	7,000.00	7,000.00
BONO DEL 10 DE MAYO	3,124,044.04	3,185,065.65	3,225,307.79	3,346,679.44	3,557,296.77	3,565,515.02	3,638,378.51
BOTIQUINES		249,989.11	226,245.24	273,587.97	249,999.37	249,991.60	0.00
CALZADO EFECTIVO (CL. 70 CCT 2010-2012)				824,216.75	882,760.79	936,629.46	874,259.66
CANASTILLA	17,500.00	23,500.00	27,000.00	26,500.00	27,000.00	26,500.00	18,000.00
CHAMARRAS EN EFECTIVO (CL. 70 CCT 2010-2012)					294,724.98	320,955.78	0.00
DESPENSA	8,685,638.93	12,650,846.06	16,946,095.05	21,936,801.19	26,696,995.60	31,079,299.12	33,360,149.20
DÍAS ECONÓMICOS	2,149,955.13	2,212,677.40	2,495,467.01	2,587,420.89	2,837,438.07	3,108,485.75	2,983,042.01
DOTE MATRIMONIAL	11,725.00	11,200.00	11,200.00	9,100.00	15,400.00	16,100.00	17,500.00
EQUIPO DE OFICINA	7,954.00	3,220.00	10,675.64	0.00		0.00	0.00
FONDO DE AHORRO	2,555,784.15	2,545,834.57	2,546,216.97	2,548,174.68	2,548,620.89	2,549,306.18	2,549,058.48
FORMACIÓN Y SUPERACIÓN DEL PERSONAL DOCENTE/CAPACITACION AL PERSON	180,004.93	176,420.67	89,213.00	106,760.88	22,900.00	0.00	3,150.00
GASTOS DE REPRESENTACIÓN SINDICAL	84,000.00	84,000.00	84,000.00	70,000.00	91,000.00	84,000.00	84,000.00
GASTOS DE VIAJE DE REPRESENTANTES SINDICALES (CL. 102 CCT 2006-2008)	158,347.56	94,724.24	47,347.98	0.00	131,250.86	31,773.00	10,436.00
GASTOS ORTOPÉDICOS	826,918.28	897,138.66	1,194,826.63	1,943,164.00	1,813,597.56	1,261,186.73	922,132.59
INDEMNIZACIÓN POR PENSIÓN POR INVALIDEZ	232,435.21	279,819.31	127,801.67	162,194.97	131,886.49	234,598.66	241,439.67
INDEMNIZACIÓN POR PENSIÓN POR VEJEZ				220,438.39		56,875.74	184,109.99
INDEMNIZACIÓN POR JUBILACIÓN	638,172.38	718,097.93	445,351.16	1,039,414.82	254,922.74	520,228.69	2,998,542.51
INDEMNIZACIÓN POR SEPARACIÓN	3,729,105.70	3,250,604.02	2,992,684.03	5,287,663.05	1,271,481.11	3,320,540.38	15,305,641.50
LIBRERÍA Y VALES PARA LA ADQUISICIÓN DE LIBROS	12,650.00	11,091.90	9,383.60	13,814.20	10,129.00	7,561.20	6,146.89
MANTENIMIENTO DE EQUIPO (CL. 9NA. CONVENIO 2007)	152,260.00	230,000.00	241,280.00	242,904.00	256,708.00	270,776.00	0.00
MANTENIMIENTO DE LOCAL SINDICAL	389.75	0.00	0.00	0.00		0.00	0.00
MATERIAL DE LIMPIEZA	25,339.66	11,845.51	21,411.55	21,283.40	99,665.90	33,337.31	22,620.31
MONTOS ACORDADOS POR CONVENIOS CONTRACTUALES	0.00	450,000.00	50,000.00	200,000.00		17,220.65	91,979.38
PAGO DE GUARDERÍA	3,153,541.24	3,271,564.63	4,069,953.60	4,449,935.73	4,717,358.63	4,801,665.60	5,365,762.54
PAGO DE MARCHA FÚNEBRE	165,729.82	406,717.62	593,176.15	605,910.74	800,100.53	0.00	894,936.01
PAGO DE TELÉFONO LOCAL SINDICAL	144,000.00	144,000.00	144,000.00	132,000.00	206,000.00	144,000.00	144,000.00



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PAGO EDUCACION ESPECIAL A HIJOS				194,700.00	273,550.00	358,726.20	0.00
PAPELERÍA- ÚTILES DE OFICINA				310,388.51	690,751.97	295,874.01	150,638.65
MOBILIARIO DE OFICINA (CL. 89 CCT 2006-2008)					548.15	0.00	0.00
PAPELERÍA Y MATERIAL DE CÓMPUTO	88,991.93	111,513.24	240,853.58	0.00		0.00	0.00
ROPA- UNIFORMES Y EQUIPO DE TRABAJO	0.00	0.00	0.00	738,739.49	564,684.01	535,230.96	999,190.78
SERVICIO MEDICO PERSONAL EVENTUAL (CL. 59 Y 67 CCT 2010-2012)	475,876.85	288,200.66	188,889.34	274,039.20	176,423.06	189,981.57	156,634.02
UNIFORMES EN EFECTIVO	5,058,474.69	5,662,907.73	5,686,448.69	4,715,942.58	5,054,155.47	5,311,431.66	4,977,489.91
VIÁTICOS A CHOFER EN VIAJES SINDICALES.	78,456.79	9,308.22	61,663.23	79,749.62	29,197.58	42,589.25	5,220.00
<b>PAGO DE ESTIMULOS AL PERSONAL</b>	<b>2,052,076.54</b>	<b>2,814,297.78</b>	<b>2,531,642.13</b>	<b>2,675,051.71</b>	<b>2,889,424.90</b>	<b>2,385,861.44</b>	<b>3,301,378.83</b>
PRIMA POR AÑOS DE SERVICIO	528,589.62	995,883.15	685,169.97	632,855.98	720,874.24	911,277.85	1,497,599.72
BONO POR ASISTENCIA COMPLETA	1,523,486.92	1,818,414.63	1,846,472.16	2,042,195.73	2,168,550.66	1,474,583.59	1,803,779.11
<b>T O T A L E S</b>	<b>209,851,052.83</b>	<b>231,248,597.82</b>	<b>249,315,193.63</b>	<b>278,255,235.59</b>	<b>296,745,304.83</b>	<b>314,454,369.80</b>	<b>330,973,805.95</b>

Fuente: Informes de la H. Junta Universitaria, Universidad de Sonora